

STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
Effective 06/27/2008 - 06/25/2009

AFSCME PAY PLAN							
FISCAL YEAR 2009							
PAY GRADE		MINIMUM	MAXIMUM	PAY GRADE		MINIMUM	MAXIMUM
10	ANNUALLY	19,427.20	27,435.20	17	ANNUALLY	26,353.60	38,376.00
	BIWEEKLY	747.20	1,055.20		BIWEEKLY	1,013.60	1,476.00
	HOURLY	9.34	13.19		HOURLY	12.67	18.45
11	ANNUALLY	20,425.60	28,787.20	18	ANNUALLY	27,414.40	40,185.60
	BIWEEKLY	785.60	1,107.20		BIWEEKLY	1,054.40	1,545.60
	HOURLY	9.82	13.84		HOURLY	13.18	19.32
12	ANNUALLY	21,257.60	30,284.80	19	ANNUALLY	28,745.60	42,016.00
	BIWEEKLY	817.60	1,164.80		BIWEEKLY	1,105.60	1,616.00
	HOURLY	10.22	14.56		HOURLY	13.82	20.20
13	ANNUALLY	22,339.20	31,616.00	20	ANNUALLY	30,076.80	44,075.20
	BIWEEKLY	859.20	1,216.00		BIWEEKLY	1,156.80	1,695.20
	HOURLY	10.74	15.20		HOURLY	14.46	21.19
14	ANNUALLY	23,296.00	33,134.40	21	ANNUALLY	31,428.80	46,217.60
	BIWEEKLY	896.00	1,274.40		BIWEEKLY	1,208.80	1,777.60
	HOURLY	11.20	15.93		HOURLY	15.11	22.22
15	ANNUALLY	24,252.80	34,923.20	22	ANNUALLY	32,801.60	48,464.00
	BIWEEKLY	932.80	1,343.20		BIWEEKLY	1,261.60	1,864.00
	HOURLY	11.66	16.79		HOURLY	15.77	23.30
16	ANNUALLY	25,272.00	36,483.20	23	ANNUALLY	34,278.40	50,793.60
	BIWEEKLY	972.00	1,403.20		BIWEEKLY	1,318.40	1,953.60
	HOURLY	12.15	17.54		HOURLY	16.48	24.42

STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
Effective 06/27/2008 - 06/25/2009

AFSCME PAY PLAN							
FISCAL YEAR 2009							
PAY GRADE		MINIMUM	MAXIMUM	PAY GRADE		MINIMUM	MAXIMUM
24	ANNUALLY	36,171.20	53,185.60	31	ANNUALLY	48,006.40	74,339.20
	BIWEEKLY	1,391.20	2,045.60		BIWEEKLY	1,846.40	2,859.20
	HOURLY	17.39	25.57		HOURLY	23.08	35.74
25	ANNUALLY	37,336.00	55,848.00	32	ANNUALLY	50,377.60	77,896.00
	BIWEEKLY	1,436.00	2,148.00		BIWEEKLY	1,937.60	2,996.00
	HOURLY	17.95	26.85		HOURLY	24.22	37.45
26	ANNUALLY	38,688.00	58,760.00	33	ANNUALLY	52,915.20	81,556.80
	BIWEEKLY	1,488.00	2,260.00		BIWEEKLY	2,035.20	3,136.80
	HOURLY	18.60	28.25		HOURLY	25.44	39.21
27	ANNUALLY	40,456.00	61,297.60	34	ANNUALLY	55,577.60	85,529.60
	BIWEEKLY	1,556.00	2,357.60		BIWEEKLY	2,137.60	3,289.60
	HOURLY	19.45	29.47		HOURLY	26.72	41.12
28	ANNUALLY	42,369.60	64,521.60	35	ANNUALLY	58,323.20	89,710.40
	BIWEEKLY	1,629.60	2,481.60		BIWEEKLY	2,243.20	3,450.40
	HOURLY	20.37	31.02		HOURLY	28.04	43.13
29	ANNUALLY	44,366.40	67,516.80	36	ANNUALLY	61,214.40	93,828.80
	BIWEEKLY	1,706.40	2,596.80		BIWEEKLY	2,354.40	3,608.80
	HOURLY	21.33	32.46		HOURLY	29.43	45.11
30	ANNUALLY	45,676.80	70,844.80	37	ANNUALLY	68,598.40	97,635.20
	BIWEEKLY	1,756.80	2,724.80		BIWEEKLY	2,638.40	3,755.20
	HOURLY	21.96	34.06		HOURLY	32.98	46.94

STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
Effective 06/27/2008 - 06/25/2009

AFSCME PAY PLAN								014
FISCAL YEAR 2009								
PAY GRADE		MINIMUM	MAXIMUM		PAY GRADE		MINIMUM	MAXIMUM
38	ANNUALLY	71,864.00	102,294.40		45	ANNUALLY	99,902.40	142,001.60
	BIWEEKLY	2,764.00	3,934.40			BIWEEKLY	3,842.40	5,461.60
	HOURLY	34.55	49.18			HOURLY	48.03	68.27
39	ANNUALLY	75,358.40	107,265.60		46	ANNUALLY	105,830.40	150,404.80
	BIWEEKLY	2,898.40	4,125.60			BIWEEKLY	4,070.40	5,784.80
	HOURLY	36.23	51.57			HOURLY	50.88	72.31
40	ANNUALLY	78,998.40	112,444.80		47	ANNUALLY	112,008.00	159,140.80
	BIWEEKLY	3,038.40	4,324.80			BIWEEKLY	4,308.00	6,120.80
	HOURLY	37.98	54.06			HOURLY	53.85	76.51
41	ANNUALLY	82,763.20	117,728.00		48	ANNUALLY	117,353.60	166,878.40
	BIWEEKLY	3,183.20	4,528.00			BIWEEKLY	4,513.60	6,418.40
	HOURLY	39.79	56.60			HOURLY	56.42	80.23
42	ANNUALLY	86,736.00	123,406.40		49	ANNUALLY	122,865.60	174,886.40
	BIWEEKLY	3,336.00	4,746.40			BIWEEKLY	4,725.60	6,726.40
	HOURLY	41.70	59.33			HOURLY	59.07	84.08
43	ANNUALLY	90,916.80	129,292.80		50	ANNUALLY	128,960.00	183,248.00
	BIWEEKLY	3,496.80	4,972.80			BIWEEKLY	4,960.00	7,048.00
	HOURLY	43.71	62.16			HOURLY	62.00	88.10
44	ANNUALLY	95,305.60	135,408.00		51	ANNUALLY	134,950.40	192,129.60
	BIWEEKLY	3,665.60	5,208.00			BIWEEKLY	5,190.40	7,389.60
	HOURLY	45.82	65.10			HOURLY	64.88	92.37

STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
Effective 06/27/2008 - 06/25/2009

AFSCME PAY PLAN								014
FISCAL YEAR 2009								
PAY GRADE		MINIMUM	MAXIMUM		PAY GRADE		MINIMUM	MAXIMUM
52	ANNUALLY	141,481.60	201,281.60					
	BIWEEKLY	5,441.60	7,741.60					
	HOURLY	68.02	96.77					
53	ANNUALLY	148,304.00	210,974.40					
	BIWEEKLY	5,704.00	8,114.40					
	HOURLY	71.30	101.43					
54	ANNUALLY	155,417.60	221,000.00					
	BIWEEKLY	5,977.60	8,500.00					
	HOURLY	74.72	106.25					
55	ANNUALLY	162,843.20	231,608.00					
	BIWEEKLY	6,263.20	8,908.00					
	HOURLY	78.29	111.35					

014